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Special Issue: Equal Opportunity

COMMANDERS DIGEST

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EQUAL OPPORTUNITY AND RACE RELATIONS IN THE DEPARTMENT OF DEFENSE

By Melvin R. Laird, Secretary of Defense

Each year Secretary of Defense Melvin R. Laird presents a Defense Department Report to Congress. In his report last year, he said, "Let me candidly tell you that we face some formidable problems in the manpower area that are not going to be solved overnight. In addition to complex recruiting and retention problems, we share with the rest of American society the agonizing problems related to race relations. . . . We in the Department of Defense are determined to continue leading the way, as best we can, in seeking solutions to these difficult problems.

"The Department of Defense," he reiterated, "is committed to the goal of making military and civilian service in the Department a model of equal opportunity for all.

"In all my trips to military installations in the U.S. and overseas," Mr. Laird added, "I have made it a point to talk with thousands of our enlisted men and women. I have sought particularly to get their views and the views of their commanders on what more needs to be done to improve equal opportunity in the Armed Forces." These and other efforts, he pointed out, resulted in a changed DoD policy on equal opportunity and race relations. In his Defense Report this year (Feb. 15, 1972), Secretary Laird outlined some of the progress made in these areas. Here are excerpts from his statement.

BACK IN WASHINGTON. Secretary of Defense Melvin R. Laird is greeted by Brigadier General Carlton Lee, right, Commander, 1st Composite Wing, Andrews AFB, upon the Secretary's return from one of his many trips to military installations in the U. S. and overseas. On all his trips, Mr. Laird has "made it a point" to talk with thousands of enlisted men and women about "what more needs to be done to improve equal opportunity in the Armed Forces."

(DoD Photo by PHC Thomas J. Mackesy, USN)

As we continue to translate the principle of equal opportunity established by the Department's Human Goals statement into programs designed to increase the quality of military life, we have relied heavily upon methodologies designed to improve communications while yielding visible, measurable progress.

During the past year, the Military Departments and Defense Agencies initiated important new policies, including the setting of the numerical goals and timetables for minority employment. To invigorate managerial interest and compliance with the equal opportunity program, each military and civilian manager's performance rating now includes an assessment of his effectiveness in this crucial area. We have also undertaken a detailed review of our equal opportunity grievance system.

The tangible results of these and earlier policies can be judged by advancements

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SECRETARY LAIRD

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made by minority-group members within the Department of Defense. These advancements are especially noteworthy because they occurred during a period when the total manpower strength was declining.

On the civilian side, since Nov. 30, 1969, the numbers of minority-group members in senior management positions (GS-13 through 15) have risen as follows: blacks by 9.2 per cent, from 977 to 1,067; Spanish-surnamed personnel by 15.6 per cent, from 262 to 303; and Orientals by 6.2 per cent, from 451 to 479.

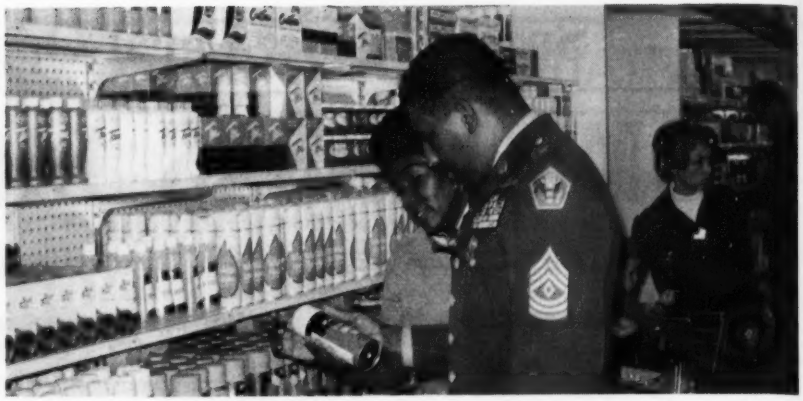
In the Military Services, the number of individuals of minority groups holding the top enlisted grades has shown a steady increase. Programs have been developed to increase the number in hard-skill job fields.

In the officer corps of the Services, six of the officers selected for general or flag rank were from minority groups, and we continue to increase the input of junior officers from minority groups through intensified recruiting.

"The tangible results of these and earlier policies can be judged by advancements made by minority-group members within the Department of Defense. These advancements are especially noteworthy because they occurred during a period when the total manpower strength was declining."

Seven predominantly black colleges have been added to the Reserve Officers Training Corps program, bringing the number of such schools participating in the program to 26. At the Service Academies, the current minority enrollment total is 463. The 185 in the entering classes alone exceed the number of minority graduates during the preceding decade.

Progress in securing the right of all military personnel to available off-base housing has continued. During the past year the program was extended to overseas areas. In the United States, as of December 1971, 98 per cent of over 36,000 multi-unit rental facilities surveyed were pledged to a policy of nondiscrimination. During the past two years black military occupancy of these facilities has increased by nearly 50 per cent.



NEW STOCKS FOR MINORITIES. Ethnic literature, music, foods and cosmetics at commissaries and exchange facilities have been added as a result of increased awareness on the part of the Services of the desires and needs of minority servicemen and their families.
(Official U.S. Air Force Photo)

Despite our efforts in the equal opportunity program and growing understanding on the part of most members of the Department of Defense of the gravity of the problem of race relations, we continue to experience a level of disharmony which has the potential for impairing our overall mission. In addition to renewed command emphasis, we are making new efforts to improve communications and understanding among the members of the different races through education.

Education in the dynamics of difference is one of the most important steps the Department of Defense has undertaken. Most people enter military service with insufficient knowledge of, and appreciation for, the culture, history, experience and sensitivities of persons of other races to enable them to function well in a multi-racial environment.

In an effort to bridge the communication gap, on June 24, 1971, I established the Defense Race Relations Institute (DRRI). Located at Patrick Air Force Base, Florida, the DRRI graduated its pilot class on Dec. 10, 1971. Students are drawn from the officer and enlisted ranks of the Services. Upon completion of the seven-week course they are returned to their units as race relations instructors.

The Services have introduced ethnic literature, music, foods and cosmetics at commissary and exchange facilities. Sales in excess of $4 million since the inception of this new program in 1970 indicate an increased sensitivity on the part of the Services to the minority serviceman's desires and needs.

The Department has continued to enforce equal opportunity requirements among Defense contractors. During 1971, under DoD compliance review, total minority employment rose in the Nation's five largest textile firms from 21,031 to 31,182, an increase of 48 per cent between 1968 and 1971.

During the same period minority-employment gains were achieved by six major DoD aerospace contractors, despite a 29 per cent decline in their work forces. . . . Our minority employment objectives have also been attained in most DoD construction projects.

I have often said that people are our most precious asset. The manpower policies of the Department of Defense will continue to be formulated and carried out with this basic fact always in mind.

COMMANDERS DIGEST

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Lists Three Basic Functions of Office

EQUAL OPPORTUNITY CHIEF EXPLAINS OBJECTIVES

Donald L. Miller, Deputy Assistant Secretary of Defense (Equal Opportunity), explained the Defense Department's overall equal opportunity program Feb. 8 at the U.S. Army Command and General Staff College, Ft. Leavenworth, Kansas.

Early in his talk, he outlined the purpose of his office, which, he said, "is to provide guidance to the Military Services in the area of equal opportunity and to monitor compliance and program implementation. This is normally accomplished on the one hand by periodic reports and, on the other, by personal visits to posts, camps and stations worldwide."

He listed three basic functions of his office:

—Equal opportunity and treatment for military personnel and their dependents, on and off post, worldwide.

—Equal employment opportunity for civilian employes of the Department of Defense.

—Contract compliance for the thousands of individual contractors dealing with the Department of Defense.

Mr. Miller said that when he was named to his position in December 1971, he committed himself to several personal goals and objectives, including:

—To cause a clear understanding of —and commitment to—the Human Goals credo by everyone throughout the Department; and

—To bring into balance the representation of minority-group personnel within all the Services and their components, and in all professions, specialties, activities, ranks and grades, thus truly making the Department a model of equal opportunity.

After reorganizing his office, he said the next step was to thoroughly review ongoing programs. He mentioned a few that have been recently strengthened or initiated:

—The establishment of the Defense Race Relations Institute (DRRI) at Patrick Air Force Base, Florida. DRRI's primary mission is to train instructor teams for the Army, Navy and Air Force who will return to units and conduct race relations seminars as a principal duty assignment.

—The designation of equal opportunity staff officers throughout the Services and at all echelons of command, who will primarily develop and monitor comprehensive affirmative action programs designed to insure that every aspect of every activity within the command is fully responsive to the needs and aspirations of every member of that command regardless of race, creed, sex or national origin.

—The establishment of equal opportunity or human relations councils between majority groups and to broaden the commander's and staff's information base.

—The establishment of a Task Force on the Administration of Military

(See DASD(EO) MILLER, Page 4)

MINORITIES IN ACTION. Marine Corps Private First Class James I. Scales (below), a member of the 1st Marine Division, positions a CH-46 helicopter onto a makeshift landing zone near Danang, South Vietnam. Sergeant Deywright Tilman (right photo, in white undershirt) of the 82nd Airborne Division, Ft. Bragg, N. C., explains the function of an 81-mm mortar to ROTC cadets. Navy Journalist First Class Milton Harris (far right photo), interviews Commander Reeves R. Taylor, USN, right, aboard the attack aircraft carrier USS Kitty Hawk in the Gulf of Tonkin. Cdr. Taylor commanded Reconnaissance Attack Squadron Six (RVAH) when this photo was taken. (Official Photos by Services)

". . . Every soldier, every serviceman, every human being is a unique individual endowed by his ethnic origins, background and experiences with problems and needs which require unique and individualistic solutions."

DASD(EO) MILLER

(Continued from Page 3)

Justice in the Armed Forces, with a mission to study thoroughly and report the impact of race on the administration of military justice in the Armed Forces.

The Deputy Assistant Secretary noted that the Army and the other Services are working on racial imbalance, and pointed out that the Army recently expanded its Reserve Officers Training Corps (ROTC) units at predominantly black colleges by two (at Alcorn Agricultural and Mechanical and Alabama Agricultural and Mechanical Universities) to a total of 16. Special recruiting efforts and objectives are in effect both for West Point and officer candidate schools.

Mr. Miller said: ". . . America and indeed its Armed Services have been called the melting pot, yet, in many ways, they have not fully melted, especially when it comes to those of us, those of you, whose physical characteristics imbue them with more visible differences. . . The Army [is] a flexible, viable and—no matter what others may say—essentially a humane institution. As a body, it is striving to meet the challenge."

He encouraged his audience to recognize that "every soldier, every serviceman, every human being is a unique individual endowed by his ethnic origins, background and experiences with problems and needs which require unique and individualistic solutions. No more, but surely, no less.

"What," he asked his audience, "are your responsibilities in the overall scheme of things? How does the equal opportunity program affect you?" He suggested several questions to be considered in insuring equal opportunity and treatment for all servicemen and their dependents—on and off post:

—Are proper affirmative actions being taken to develop racial harmony?

—Are proper affirmative actions being taken to insure that minority-group soldiers get an equal crack at prestigious assignments and are not clustered in certain types of jobs and activities?

—Are proper affirmative actions being taken to insure that minority-group soldiers get equal consideration for promotion and advancement?

—Are proper affirmative actions being taken to insure that the administration of military justice—including nonjudicial punishment and pretrial confinement procedures—is not influenced even in a subtle manner by race or by ethnic and cultural style of life?

—Are proper affirmative actions being taken to insure that every facet of official and unofficial unit and post activity is fully responsive to the entire command?

—Are proper affirmative actions being taken to remove and officially censure those who are found unable to commit themselves to the goals and the objectives of the equal opportunity program?

3RD BRIGADE (SEP) COMMANDER. Brigadier General James R. Hamlet chats with members of his command in the First Cavalry Division (Airmobile) after presenting awards to men of the 1st Battalion, 7th Cavalry Regiment. (Official U.S. Army Photo by Sgt. Larry Hostetler)

Later in his talk, Mr. Miller asserted that all military supervisors and their civilian subordinates have additional responsibilities in carrying out affirmative action and prevention of discrimination in the career experience of the Defense Department's one million civilian employes. He noted that, between Nov. 30, 1969, and May 31, 1971—at a time when DoD employment declined by some 20 per cent—DoD managers, through affirmative action and skillful personnel management, were able to increase the number of black and Spanish-surnamed Americans in both executive senior-level positions and middle-management positions.

However, he stressed that "preliminary reports to me show that we have a long road to travel to achieve parity between minority employes and others in DoD employment. Specifically, we have gross deficiencies in the number of minority executives at policy levels (GS-16 through 18)."

DoD also has an equal opportunity responsibility, Mr. Miller said, covering nearly 20 million jobs and over 50,000 contractor establishments throughout the U.S. with contracts in force totaling in excess of $60 billion, and including almost every major industrial company and large construction contractor on DoD installations and projects.

"Since 1969," he said, "we have doubled the professional manpower and fiscal resources devoted to this important responsibility (171 to 342) and have improved minority upward mobility."

He used the textile industry as an example, saying it was one of the chief projects in the DoD industry program. Between 1968 and the present time, he said "total minority employment has increased in our five largest textile contractors . . . by nearly 50 per cent (female minority employment in these same companies has increased by 118 per cent). In our largest aerospace companies, total employment has fallen by 29 per cent, but minority employment has increased during this same time by one per cent.

"Through a major effort to deposit various DoD-related funds in minority-owned banks," he went on, "we have succeeded in providing program support in the amount of $12.5 million in one year. This amount is still on the increase and we are pleased at this DoD contribution to an important Presidential program. . . . DoD is conducting a similar program to increase the number of concessions owned or operated by minorities on our installations and to support manpower training programs with surplus and excess equipment. . . .

"What I hope," Mr. Miller concluded, "is that we have talked enough; that we will commit ourselves as leaders to implementing Secretary Laird's Human Goals program *now*. . . . As commissioned officers and leaders of men, there is no other choice."

Little-Known Program

EQUAL OPPORTUNITY MUST BE ACCORDED WOMEN

Equal Employment Opportunity for all is Army policy. This means removing any irrelevancy such as sex from consideration in the total work environment.

This was the theme hit hard by Assistant Secretary of the Army (Manpower and Reserve Affairs) Hadlai A. Hull before a civilian personnel conference February 10 in Washington, D.C.

Actually, he was addressing one of least known programs of Equal Opportunity, that of Equal Opportunity for Women. And Mr. Hull minced no words in saying, "the program for equal opportunity for women is hardly alive and well."

The Army's manpower chief backed up that viewpoint with a set of Army statistics:

About one-third of the total workforce in the Army is women.

Women fill about 42 per cent of the white collar jobs.

Yet 75 per cent of these women are at grades GS-6 and below.

Only about six per cent of the women are at grade GS-11 and above.

The average GS grade for women in the Army's workforce is 5.4; for men it is 9.6.

In Army career programs, women make up only a little over 14 per cent.

In six of those career programs, women make up less than seven per cent.

The highest grade attained by women in career programs is GS-15 and there are only four. This compares with 1,867 men at GS-15 and above in career programs.

Mr. Hull pointed out that President Nixon in April 1971 stated that "the Nation's highly qualified women represent an important reservoir of ability and talent that we must draw upon to a greater degree" but that the Army has done little about it.

One of the reasons, he feels, is that people—when they think in terms of high level positions—think in terms of men. He also said women are victims of several myths.

One myth is that women work for pin money, when the facts are that half of the 31 million women in the labor force are working because of pressing economic need.

CONTRIBUTIONS BY WOMEN. Mrs. Joy Arthur (right) works as an electronics engineer at White Sands Missile Range, New Mexico. Major Shirley D. Dean (above photo) is a member of the Army's Special Actions Branch, Enlisted Personnel Directorate, in Washington, D.C. (Official U.S. Army Photos)

Another myth is that women are only temporary workers, young women before marriage, when the truth is that 60 per cent of women workers are married, 50 per cent of them have children, and the average female career is 25 years.

There is also the myth that women are more often absent because of illness, even though studies by the Department of Health, Education and Welfare show very little difference in absentee rates of men and women.

A fourth myth is that women do not make good supervisors, when studies show some women are good supervisors and some are poor, reflecting the efficiency spectrum of men in all aspects.

And, there is the myth that some women are not available for travel, forgetting that some men also bring to their work this immobile aspect.

"Clearly, women are being underutilized in the Army, and this under-utilization is due in part to sex discrimination," he said.

Mr. Hull then outlined the fix to the problem, calling for these specifics:

- Adopting numerical goals and timetables to correct the problems and develop a sound way to evaluate progress toward the goals;
- Seeing that a Federal Women's Program coordinator or committee is appointed and then giving the program support;
- Developing jobs that bridge the gap between clerical and technical positions and those in management or in the professions;
- Making certain that qualified women are referred for vacancies; and
- Recruiting at women's colleges and contacting women's professional groups.

As Secretary Hull saw the ultimate goal—"Men and women alike must put away antiquated attitudes about 'women's place'. The place for women in the Department of Army is in full partnerships with their male counterparts."

Army Policy

Robert F. Froehlke

SECRETARY OF THE ARMY

- As the Secretary of the Army, I want equal opportunity for all, and I expect everyone in the Army to follow that policy.
- We have done it in the past and we are going to do it in the future: communicate the policy, make sure the policy is followed, and where it is not, move fast and harshly to correct discrimination.
- You do not change people's attitudes overnight. But we have to work on it, and work on it as fast as we can. I believe that in the Army we are aware that we must change. . . . And where we can change things overnight, we are.
- For instance, my predecessor, Secretary Stanley R. Resor, turned out a directive which allows commanders in the field to declare off-limits those establishments, those housing units, which practice racial discrimination. This is very clear evidence that we are doing something, and I think it is one of the most significant steps we have taken.
- We in the Army do not want to do business with any individual or group of individuals who practices racial discrimination.
- I am sure there are cases of racial discrimination in the Services where no action is taking place because people in authority do not know about them. However, one thing is very clear—the Army's policy is that wherever we find racial discrimination we will take action to correct it.
- We must do a better job, both in the civilian sector and in the military sector, in getting minority groups represented in the higher ranks.
- We are a long way from perfect. . . . But I do feel strongly that for years the military has led in this area. We have a long way to go, but statistical trends show that we are going in the right direction.
- We in the Army are looking for topnotch blacks, Mexican-Americans, Puerto Ricans, who can be promoted through the noncommissioned ranks. We are looking for the minority-group member who can become a second lieutenant and eventually rise to becoming a general. The opportunities are unlimited.

OFFICIAL CONCERN. Colonel Robert H. Musser, left, Deputy Post Commander at Ft. Carson, Colo., speaks informally over a cup of coffee about the International House Enlisted Men's Club with, from left to right, Specialist 4 Ralph Conner, Club Manager Sergeant First Class George Miles, and Specialist 5 Bill Manning. **(Official U.S. Army Photo)**

Fort Carson's Racial Harmony Council

ETHNIC GROUPS AT ARMY POST ARE 'KEEPING IT TOGETHER'

In the hot summer of 1970, racial tensions were high at Ft. Carson, Colorado. A confrontation took place between black soldiers and white military police at the huge Army post near Colorado Springs. From that conflict emerged Fort Carson's Racial Harmony Council.

The council was established to identify and solve race-related problems before they erupted into violence. Unlike other post councils, the council is appointed, not elected.

The biggest problem, says Major General John C. Bennett, Commander of the post and the resident Fourth Division, "was to get enough black militants on the Racial Harmony Council." But, he adds, "We got them. We don't put Uncle Toms on the council."

Some members of the council view themselves not so much as "black militants" but rather as activists who "wanted something that could work within the system" but that would not just "whitewash" the problems. The first order of business for the group, following its establishment, was developing common objectives.

"When we catch things, we are quick to voice them, and action is taken to stop them," says Specialist Five Bill Manning, a former co-chairman of the council. "We are sort of like a pressure valve for the brothers. When they have

a problem, they can come to us and let off their tensions and know that we will find a way to try to solve the problem."

The council has launched a number of innovations. It has been in the forefront of setting up seminars for individual units, and arranging for full-time counselors. At a time when "black" items were non-existent in post exchanges, it advised the PX on items needed and wanted by blacks. It initiated classes in black and chicano history, and suggested books on racial problems for the post's library.

A special club, designed to appeal to minority soldiers, was established in 1971 and named the International House. It specializes in soul food and in Mexican, Chinese and other ethnic dishes as well as standard fare. Appearing frequently at the club are bands featuring a variety of music and black entertainers. The post exchange cafeteria also features a special soul food main dish every day.

Other innovations inspired by the Racial Harmony Council were "Ebony to Ivory," a men's clothing store, and a book store stocking a large selection of books on minority life-style and culture.

Two education courses in black studies are now offered to Ft. Carson soldiers by local colleges, and the chairman of the black studies department at one college has been a guest speaker at council meetings and has discussed racial problems with officers at a "Commander's Call." Correspondence courses in black history are also available.

Black history is an important element in the racial harmony program, according to council members. "We think that a man should know some of the contributions which his people have made to society," one member said during a recent "rap session." "Knowing some of the good things which he can be proud of helps to build a sense of pride and often eliminates an inferior feeling which a lot of the brothers have."

The council is not composed solely of blacks, however. There are chicano and white members who are equally involved in "keeping it together." Working closely together they have approached the key problem—the problem of communication—in a number of different ways.

Rap sessions with Ft. Carson's commanding general is a major avenue which enables the council to assist in easing tensions. Discussions of current problems are frank. The Army's Chief of Staff, General William C. Westmoreland, sat in on one of the sessions and said that he came away with a better understanding of the problems which exist.

The council also launched a national speakers program, featuring such well-known personalities as Julian Bond, the black legislator from Georgia; Leroi Jones, the playright; Roberto "Corky" Gonzales, the chicano crusader for migrant farm workers, and actor and civil rights worker Dick Gregory.

"People respond to prestige names and publicity," said a former member of the council. "For a long time the audience has heard us saying what the speakers say, but the speakers provide credibility. The next time we come around, more people are willing to listen to us."

Another council innovation was a series of three black plays, presented in the post little theater. Members of the council also brief all newly-assigned personnel arriving at Ft. Carson on the council's role and the services it offers.

GEORGIA SPOKESMAN. State Representative Julian Bond, a member of the Georgia House of Representatives, delivers an address to members of the U.S. Army at Ft. Carson, Colo. (Official U.S. Army Photo)

Army Policy

General William C. Westmoreland

ARMY CHIEF OF STAFF

- Good race relations are extremely important to the welfare of the Army and I accord them the very highest priority.
- Our objective is to provide equal opportunity for all concerned, where an individual can rise or fall on his own efforts and ability. We feel that we have gone a long way in achieving this result. We are not satisfied, but we are continuing to march, I think, along the proper road.
- I hold the commanders in the Army responsible for ensuring that there is equal opportunity within their units, that they constantly monitor this matter, and, if there are complaints or grievances, they be investigated in depth and corrective action taken.
- The Army's policies apply not only to black soldiers but to all members: majority and minority groups, including women.
- One of our problems, which I think is well recognized, is the lack of communication, the breakdown in communications.
- We have put a great deal of emphasis in recent years on race relations education for both races. It is important that the races understand one another, and that the problems be laid on the table and discussed.
- In the matter of full and equal opportunity for enlisted personnel, especially in the lower grades, I am sure there are still cases of discrimination, cases where equal opportunity has not been manifest, despite the fact that this is strictly contrary to policy. This is a matter of education. It is a matter of supervision throughout our ranks to ensure that the policies of the Department of the Army, characterized by no discrimination and equal opportunity, are carried out in fact.
- We have also raised our sights, increased our objectives, as an incentive for people in the field to recruit more black personnel. . . . We hope these programs are successful, because I think it is extremely important that the composition of the United States Army throughout its ranks be generally representative of the racial composition of the American population.

John H. Chafee

SECRETARY OF THE NAVY

- One of the greatest challenges we face in this country is the challenge of solving the problems of racial discrimination.
- What this problem requires is constant command attention. It requires my attention. It requires the attention of everybody in the Navy and Marine Corps—the Chief of Naval Operations, the Commandant—everybody.
- There has been discrimination in the Navy as there has been in the rest of the country.
- We are a reflection of society as a whole. . . . If the family background has been one of prejudice . . . young men carry prejudice with them into the Armed Services. We can't eradicate those views overnight. It takes persuasion. It takes education. It takes command attention. But I think we are starting to do an excellent job.
- We have a black Assistant Secretary of the Navy, Mr. James Johnson, who is the Assistant Secretary for Manpower and Reserve Affairs. He is the highest-level black Presidential appointee in the Department of Defense, and we are pretty proud that in the Navy we have such a man.
- We have Project BOOST, now three years old. Under this program, able minority men are selected and trained with a year of special schooling to prepare them for entry into officer programs and for college education at Navy expense.
- We've worked extremely hard over the past three years to bring minorities into the Navy's civilian work force and to provide equal opportunity for promotion.
- "Equal opportunity," of course, means just that. When an opening comes up, say, for promotion to second class, you don't say, "Well, this man is black, and therefore he should be promoted to electrician's mate second class." He may not have the educational background for it. What you do then is open up educational opportunities so the man can learn to become an electrician's mate second class. We don't work on any quota basis. . . . What we try to do is give the opportunity for the man who wants to get ahead to get ahead.

'Segregation was an . . . error.'

BLACK SAILORS . . . MEN WITH A PROUD HISTORY

President John F. Kennedy once said, "The price of freedom has always been high, but we as Americans have always paid it." This is especially true of America's black Navymen.

Some 30,000 black men and women, including nearly 600 officers, are currently on duty with the U. S. Navy. They serve in a variety of Navy ratings and in a wide range of pay grades. Few are aware that their history is as old and as proud as the Nation itself.

On Christmas night, 1863, the Union gunboat Marblehead engaged in a furious artillery duel with Confederate shore batteries in the Stone River, near Legareville, South Carolina. During that battle Robert Blake became the first black Navyman to win the Medal of Honor. As a steward aboard the Marblehead, Blake could have gone below decks to relative safety. Instead he chose to replace a powderboy who had been killed. Someone had to carry the gunpowder boxes to ensure equal distribution to all of the gun crews.

Fourteen hours later, the Confederates were defeated and the captain of the Marblehead entered in his log-book that Robert Blake ". . . excited my admiration by the cool and brave manner in which he served the guns. . . ."

In recognition of his gallant performance, the courageous ex-slave was awarded the Medal of Honor for "conspicuous gallantry, extraordinary heroism and intrepidity at the risk of his own life. . . ."

IMPORTANT WORK. Machinery Repairman Third Class Charles Woods works in the machine shop of the Amphibious Transport Dock USS La Salle (LPD-3).
(Official U.S. Navy Photo by PH3 David Horner)

Eight other black Navymen have also earned the highest of the Nation's awards for valor.

The history of the black man in the Navy actually dates back to the American Revolution. Fifteen hundred blacks served in the Navy during the Revolutionary War, loading guns, working sails, manning boats and piloting coastal vessels.

In the War of 1812, black men comprised about one-sixth of the total naval personnel. After the battle of Lake Erie, Commodore Oliver Hazard Perry said of John Johnson, one of the 15 blacks on board Perry's ship . . . "his name ought to be registered in the book of fame and remembered with reverence as long as bravery is a virtue. . . ."

During the battle, Johnson was struck in the hip by a cannon ball and nearly cut in half. Even as he lay dying, Johnson entreated his shipmates over and over, "Fire away, my boys, no haul the Color (the American flag) down."

Nearly one-quarter of the total force,

some 30,000 black men fought with the Union Navy during the Civil War and many others served on Confederate ships. Of the 3,220 Union Navy casualties in the war, 800 were black. For extraordinary heroism, five black Navymen earned the Nation's highest award for valor, the Medal of Honor.

One of the most amazing feats of the war was achieved by Robert Smalls, a slave pilot on the new Confederate steamer CSS Planter.

Early in the morning, while the officers were ashore, Smalls and 15 members of the slave crew got the Planter underway and headed toward the open sea. With the rebel flag flying, they boldly sailed past the guns of the rebel forts which guarded the harbor entrance, giving the correct routine signal with the ship's whistle as they passed.

Finally, the ship came abreast of the huge guns of Fort Sumter and since everything appeared to be normal, passed unchallenged.

As soon as the ship was out of range of the fort's cannon, Smalls hoisted a white flag and delivered the ship to the Union Navy blockading the harbor. The intelligence information obtained from Smalls was directly instrumental in the defeat of Fort Sumter. For their courageous act, Smalls and his crew were awarded half the cash value of the ship and its cargo. Following this, Smalls was named captain of the vessel and served as its commanding officer until it was decommissioned in 1886. After the war, Smalls was elected to both the South Carolina and the U. S. House of Representatives for four terms.

COMMITTEE IN ACTION. Captain E. E. Irish, USN, right, Commanding Officer of the Point Mugu, Calif., Naval Missile Center, holds regular meetings with four Equal Employment Opportunity committees to discuss growth and goals of programs. Left to right are: Don Sullivan, Manuel Olave, Bill Ogletree, Twain Lockhart, Jesus Robledo, Julian Tarleton and Capt. Irish.
(Official U.S. Navy Photo by PH1 D. B. Wood, USN)

Less than a year later, three more black men added their names to the list of America's naval heroes: John Lawson, on board Admiral Farragut's flagship, the USS Hartford, and William Brown and James Mifflin aboard the USS Brooklyn.

The fifth Medal of Honor winner was Joachim Pease of New York, a gun loader on the USS Kearsage. In a bitter 60-minute battle, the deadly accurate fire of the Kearsage sent the powerful Confederate raider CSS Alabama to her doom. According to the commanding officer of the Kearsage, Pease "fully sustained his reputation as one of the best men on the ship."

In the years of peace that followed, black sailors continued to serve in the Navy. Some distinguished themselves as heroes, but most just did their jobs, and did them well.

Joseph B. Noil, a native of Nova Scotia, was one of the heroes. On December 26, 1872, while serving aboard the USS Powhatan, Noil heard a shipmate

(See BLACK SAILORS, Page 16)

Navy Policy

Admiral Elmo R. Zumwalt Jr.

CHIEF OF NAVAL OPERATIONS

• The Navy is dedicated to eliminating racial prejudice.

• I think there are, in the Navy, very few people who are consciously segregationist or racist. The larger number of us—among which I would include myself, when I first took this job—are people who feel no conscious sense of discrimination but just haven't become sensitive to the differences, as I was made sensitive to them last year, by the tremendous experience of listening to a group of minority personnel come in and really lay it on the line.

• From this group of black Navy men and their wives, we learned of discrimination of an order that we had no idea existed. . . . We didn't even understand the nature or basis for some of it until we listened to this group.

• No directive written in Washington solves the problem by itself. . . . What we've got to do is to continue our educational programs for both the minority and the majority personnel, and, particularly, for those in authority—commanding officers, executive officers, division officers and so on—about the need for understanding cultural differences and doing their utmost to eliminate any unintended discrimination.

• It is apparent . . . that there are many areas in which the Navy has discriminated against women. We're moving very rapidly to try to eliminate these inequities so that women, like all other groups, will be given equal opportunity.

• We have set ourselves a series of objectives, beginning right down at the recruiting level, both for enlisted personnel and officer candidates, to achieve, as rapidly as possible, an equitable share of minority personnel in all officer grades and in all enlisted ratings.

• The Navy did select its first black admiral this year, Rear Admiral Samuel L. Gravely Jr.

• We've discovered that there are cultural differences that make it more difficult for some minorities to pass certain examinations. . . . We're trying very hard to correct the examination procedures so that every man will have an equal opportunity.

• I believe within a very short time it will be apparent to all minority personnel that we have removed the bars and that their opportunities have never been better.

Air Force Policy

Robert C. Seamans Jr.

SECRETARY OF THE AIR FORCE

- Equal opportunity is an absolutely top-priority matter as far as the Air Force is concerned.
- To emphasize the point, we are judging our senior people in the Air Force—for example, our base commanders—on whether or not they are really doing what needs to be done to eliminate discrimination.
- I would say from my travels around this country and to our bases overseas that the racial problem is deep-rooted and it is one that we all must work on. And any Air Force commander who doesn't understand this isn't really doing his job.
- There isn't any question that over the years there really has not been equal opportunity, and you can see in certain parts of our country, both North and South, where blacks and other minorities have not had the educational opportunities that whites have had. They have not had the health benefits, the housing opportunities. . . . They really have not had the same chance that others have had. Our job now is to see that, in the Air Force, they do have these opportunities.
- One of the major causes of racial problems is lack of communication. Communication is absolutely essential, and it must start at the top. For example, in the Air Force, it must start here in my office and in [Air Force Chief of Staff] General [John D.] Ryan's office. And it must proceed through our principal personnel people, right down to the base commander.
- Improving communication . . . is not just a question of listening, it is a question of taking positive action.
- I think that the worst thing you can do is try to bottle up racial problems and not talk about them. The best thing you can do—uncomfortable as it may be from time-to-time—is for the base commander, the social action officer, the senior people, to sit down and really listen to what people are saying on these bases about the problems that they face—or that they think they face.
- Even though, as I said at the start, we have still got a serious problem and we haven't achieved the goal that we want, I think we have made a lot of progress.

At the Air Force Academy

FESTIVAL OF BLACK CULTURE

"I kind of expected to hear people yell and preach on how rotten the military was and all the rotten bigots all over the place," said Cadet Fourth Class Robert Heath after it was over. Instead, he said he was "very impressed . . . I think they (the black cadets) worked at it the right way."

Cadet Fourth Class Heath is a white "freshman" at the U.S. Air Force Academy. He was talking about the Festival of Black Culture held Jan. 13-16 at the Academy, located near Colorado Springs, Colorado.

The festival was the first of its kind to be held at one of the country's Service Academies. It featured four days of speeches, seminars, displays and entertainment aimed at informing the white cadets about black culture.

Black cadets who organized the festival believe that it made progress toward achieving racial understanding in the Air Force, especially among fellow students in the Cadet Wing.

"I talked to some of the white cadets, and they really felt that the festival was very educational to them and entertaining, which was our goal," said Cadet Second Class (junior) Ernest E. Butler Jr., a festival organizer. "I feel they all learned from this. I learned myself," he added.

Highlights of the festival were a keynote speech by comedian and civil rights worker Dick Gregory; a panel discussion on "Blacks in the Military"; a show featuring The Supremes recording artists; a cadet dance with music by a black rock group; and a religious service in the cadet chapel.

Also on the program were a performing arts session which featured African dancing and poetry; a fashion show of African and contemporary dress; sculpture and woodcarving demonstrations for cadets enrolled in fine arts; and showings of a new Air Force film entitled "Black Man."

Most of the four-day program was for cadets and their guests only, but some of the events were open to the public. One such public event was the keynote speech by Dick Gregory. The civil rights worker charged the cadets and other members of their generation with the responsibility for solving social problems such as poverty and racial prejudice. He also said the time in which they could accomplish those tasks was growing short.

"Violence is not the answer—the most it can give you is short-term gains," Gregory said.

The forum for the cadets on "Blacks in the Military" was headed by a panel of five black airmen and a Department of Defense civilian official. Panel members included Air Force Brigadier General Daniel "Chappie" James, Deputy Assistant Secretary of Defense (Public Affairs); Curtis R. Smothers, Director of Equal Opportunity (Military), Department of Defense; and Master Ser-

General John D. Ryan

AIR FORCE CHIEF OF STAFF

- I don't think you will find anybody in the Air Force in any position of responsibility who says that there is no problem in the Air Force. . . . We have problems in the Air Force the same as we have on the outside. We are cognizant of these problems and we are trying to do something about them.
- Each of our units has a mission to perform. In order for them to perform effectively they have got to have topnotch people. In order to have topnotch people you have to have communication with those people. If you don't have communication with those people you are not going to accomplish the job.
- We have established a Human Relations Council at each of the bases. We have established equal opportunity offices at each of the bases. We have our councils, both airmen and NCO councils, on the bases. Many bases have established a hotline telephone. On many bases the base commander answers questions in the base newspaper. So there are many avenues open for people to air complaints.
- Putting out a directive doesn't solve the problem. The only way the problem is going to be solved is to get down into the units and see how well the directives are being carried out. If they are not being carried out, then we take appropriate action.
- We have got some people who, as in any other program, do not accept it wholly. These are the people whom we have to ferret out and either change their behavior or remove them from the Air Force.
- In Korea I met with the Brotherhood of Military of Airmen (BAMA), both whites and blacks, who are together in an organized group. . . . I think organizations like this help to break down whatever prejudices might exist.
- The number of minority officers . . . hasn't increased to the extent that we would like to have it increase.
- We have increased the utilization of women in the Air Force. We have increased the numbers, we have increased the career fields in which they operate.
- I think progress is being made. It is not as rapid as we would like to have it . . . and we are going to continue to push to insure that we do make progress.

---

geant William Speight, one of the Air Force's 12 Outstanding Airmen for 1971.

Gen. James said the military's realization that there are racial problems in the Services is encouraging, but "it shouldn't take 365 committees to stop a man from being mistreated." He added that the major responsibility for eliminating racial injustice lies with commanders.

Mr. Smothers agreed with Brig. Gen. James that a commander was not fit to command unless he was committed to achieving racial equality for his men and women. "We must get this kind of cancer out of the system," he said. The enlisted members of the panel said the Air Force should place concern for people on the same priority level as its mission to defend the country.

The film, "Black Man," was shown continuously throughout the festival. The film features black officers and enlisted men stationed in the United States and overseas discussing what it means to be black in the Air Force. The film will become a part of the race relations education courses required for all airmen.

Reaction by Air Force officers and cadets to the festival was favorable.

"On the basis of its success, it could become an annual affair," said Brigadier General William T. Woodyard, Dean of the Air Force Academy faculty.

"The most important thing about this whole festival, to me," Gen. James said, "is the courage of the Superintendent of the Academy, Lieutenant General A. P. Clark, to approve this program. . . . I know many commanders would be very hesitant to approve such a program."

Credited with the idea for the festival was Cadet Second Class Bob Gilbert, who said. "This was a genuine attempt to try to communicate with our white classmates . . . I'm happy it was a success, and I'll be even more satisfied if a festival can be held annually until we no longer need them to establish a basis of communications."

AIR FORCE FIRST. Fellow classmates at Lackland Military Training Center, Texas, congratulate Second Lieutenant Susan M. Blair on her selection as the center's first woman honor graduate. Lt. Blair was the first woman in the Air Force to rank at the head of a class in academic and military achievements during a 12-week officers precommissioning program at Lackland Air Force Base. **(Official U.S. Air Force Photo)**

"We regard our effort in the area of human relations as so vital first, because equal opportunity is morally right, and second, because human relations are directly related to combat readiness."

THE U.S. MARINE CORPS' MINORITY OFFICER RECRUITING PROGRAM

Marine Corps Commandant General Robert E. Cushman Jr. is taking action to increase the number of minority officers in the Corps. "We need to get more minority officers into our command structure," General Cushman recently said. "This will provide the representation for black Marines which they are looking for in our officer ranks."

The Commandant said he feels the small number of minority officers in the upper echelons has contributed to several problems.

He said that most minority officers, like their fellow majority officers, have proved to be outstanding Marine leaders. General Cushman, who led the Marines in Vietnam for two years as commander of the Third Marine Amphibious Force, said, "Minority officers certainly earned a proportionate share of combat decorations in Vietnam." He added that their performance has been equally good in all other areas of Marine operations.

General Cushman said the success of minority officers in positions of responsibility has done much to dissolve prejudicial illusions of some white Marines that non-whites aren't as competent. He would like to see these personal racial hang-ups completely eliminated, and thinks more minority officers are an important part of the solution.

The Corps' shortage of minority officers has several other undesirable side effects. A lack of minority representation in the Marines' judicial system induces a belief among black Marines that it is "white justice," and that their interests aren't represented. The absence of minority officers in the Corps' command structure might also discourage young minority Marines from trying to move up through the ranks.

General Cushman conceded that the Corps hasn't always been an equitable institution. But, he said, "We have been working hard for several years to correct this deplorable situation, and have had some success."

He added that he intends to intensify the Corps' efforts to stamp out racial prejudice among Marines. "We only ask

SENIOR BLACK MARINE. Lieutenant Colonel Frank E. Petersen Jr., right, the Marines' senior black officer, chats with Sergeant Eddie L. Cole, who was the Corps' Combat Photographer of the Year in 1967. **(Official U.S. Marine Corps Photo)**

that potential minority officers judge us on what we are doing now, rather than on what we did in the past."

Helping General Cushman solve minority officer recruiting problems is a full-time job for Major Solomon P. Hill, a 10-year Marine veteran from Oakland, Calif.

Major Hill was promoted to his present rank in February 1972. He is well qualified for his assignment as head of the Marines' minority officer procurement program. Following his graduation from Lincoln University at Jefferson City, Mo., in 1962, he went into the Marines through the Officer Candidate commissioning program.

He has served in a number of billets in the United States, Okinawa, and Vietnam, with two tours in the war zone. He has commanded communications and infantry companies, and served as Staff Secretary of the First Marine Division. He has won a Bronze Star and two Navy Achievement Medals for meritorious service.

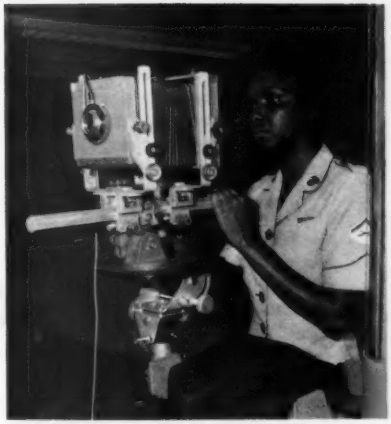
In 1970, he earned a Masters Degree in public administration at Golden Gate College, San Francisco, through a Marine Corps-sponsored advanced degree program.

Major Hill's job is to develop and manage nation-wide programs to attract minority officers. He finds it a hard, but satisfying, assignment.

"I run up against a lot of misinformation and misunderstanding in my job," Major Hill says. "I do a lot of traveling and talking. I find that many non-whites still think of the Marine Corps in terms of what it was 20 or 30 years ago. They think it is still as racist as it once was. They simply don't realize how much it's changed, particularly in the last few years."

Major Hill adds, "I'm not saying that the Marine Corps doesn't have racial problems. We do. However, we're dedicated to solving these problems, as you'll quickly realize if you talk to the Commandant."

Major Hill says part of the public's misunderstanding about Marine Corps' racial policies is related to promotions.



TAKING AIM. Marine Corps Lance Corporal Shirley Garner operates a graphic view camera as part of her job at Camp Smith, Hawaii. (Official U.S. Marine Corps Photo)

Many blacks ask him why the Corps doesn't have any black generals, like the other Services. The reason for this, according to Marine Corps promotion experts, is that no black officer has been in the Marines long enough to be promoted to general.

It takes 26 to 29 years of commissioned service in the Marines to make general. The senior black Marine officer, a lieutenant colonel, has 20 years of commissioned service. Black officers didn't start making the Marines a career until about the time of the Korean War, much later than the other Services.

Major Hill says that once he has closed the "misinformation gap," selling the idea of a commission in the Marines is an easy task. "It's the world's best training ground for a young man who wants to realize his leadership potential and develop his management skills. And leadership and management is where it's at these days."

Major Hill looks forward to the day when proportionate numbers of minority officers have been promoted to positions of responsibility at all rank levels in the Corps—then his job can be abolished. He says most of his fellow Marines are looking for the same thing.

There is another area where Major Hill and most of his fellow Marines—including their new Commandant—agree. They think that neither the Marine Corps nor the Nation it serves can continue to claim it is dedicated to the principle of freedom for all men if it tolerates racial inequality in its ranks.

Marine Corps Policy

General Robert E. Cushman Jr.

COMMANDANT OF THE MARINE CORPS

- I have given top priority to our Marine Corps Equal Opportunity programs.
- We regard our effort in the area of human relations as so vital first, because equal opportunity is morally right, and second, because human relations are directly related to combat readiness.
- Our mission demands trust and confidence among individual Marines. . . . The effects of prejudice or a breakdown in human relations threatens this teamwork for which we have worked so hard and upon which our combat readiness and effectiveness are based.
- We are making it clear, in no uncertain terms, that there is no room in the Marine Corps for racism.
- I don't think Marines need any more speeches or promises of equal opportunity. What we are focusing on now is action—new programs, better communications on all levels, scrutiny and review of the results of our programs, and most important of all, an open mind.
- This is a complex problem we face, rooted in conflicting cultural and social values.
- We are working on a far-reaching human relations education program which last year saw more than 1,600 Marines undergo a pilot program at Camp Lejeune, N.C., and Camp Pendleton, Calif. We were encouraged by the results.
- The principal complaints made by black and other minority-group Marines center in three areas. These are promotion, job assignment, and military justice. We are responsive to every single indication of discrimination in these three areas.

Some complaints and reports are unfounded or are the results of rumors or poor communications. Others show substance and are investigated fully in order to ensure appropriate corrective action. It is important that we restore and maintain the individual Marine's confidence in the system.

- It is one thing for me to outline all of our official policies and programs here, and yet quite another for these to become the modus operandi for every individual NCO or company grade officer.
- We have set our course, and it is a good one. We will not renege on it.

DEFENSE DEPARTMENT DIRECTIVE ON EQUAL OPPORTUNITY

Soon after he took office Secretary of Defense Melvin R. Laird issued a Human Goals credo which said: "The attainment of these goals requires that we strive. . . To make military and civilian service in the Department of Defense a model of equal opportunity for all. . . ."

He also ordered an examination of DoD policy to determine changes needed to "remove every vestige of discrimination," giving top priority to the solution of such problems as:

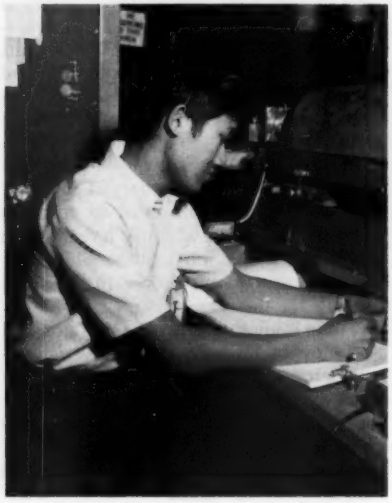
Racial discrimination in promotions; unfair treatment in work assignments and details and in nonjudicial punishment, pretrial confinement and other aspects of military justice; discrimination in off-base housing, clubs, restaurants, and retail stores; racial polarization in enlisted clubs on base; an inability or unwillingness of those in leadership position to accept differences in culture and life styles and to distinguish between activists and militants; minority members' lack of confidence in the chain of command and its ability to respond to the needs of young troops; and lack of confidence in the desire of command leadership to exercise its responsibility and authority in these areas.

In order to make equal opportunity not just an ideal but a reality in the Department of Defense, Mr. Laird issued in December 1970 a forceful new directive on "Equal Opportunity Within the Department of Defense" (DoD Directive 1100.15, dated December 14, 1970). The directive contained two important new policies. They were:

First, consider leadership in operating successful equal opportunity programs as a criterion in the evaluation for promotion of military and civilian officials.

Second, impose effective sanctions for noncompliance against officials who fail

Equal opportunity and treatment must be accorded all military members, civilian employes and dependents, regardless of race, color, sex, religion or national origin. (Official Photos by Services)



to produce satisfactory results.

As Assistant Secretary of Defense (Manpower and Reserve Affairs) Roger T. Kelley has pointed out, those two areas "were incorporated in the directive to make it perfectly clear that good performance or bad performance in the equal opportunity area is a basis for promotion or non-promotion of the individual. And to make it additionally clear that failure to step up to the responsibilities that are defined in this directive would be cause for taking appropriate action against the individual. . . . Appropriate action could mean removal of the individual from his command post."

Key provisions of DoD Directive 1100.15 are:

- Equal opportunity and treatment must be accorded all military members, civilian employes and dependents—and employes of Defense contractors as well —regardless of:

  Race
  Color
  Sex
  Religion
  National Origin

- Local commanders must take action to oppose and overcome discrimination both on and off base. They no longer have to refer off-base problems to OSD but can now act on their own authority in putting unfair clubs and restaurants off-limits and in placing restrictive sanctions against landlords who discriminate —both in the United States and overseas.
- Leadership in operating successful equal opportunity programs is a criterion in evaluating military and civilian officials for promotion.
- Furthermore, "effective sanctions" must be imposed against officials who fail to produce satisfactory results. Such sanctions can range from written reprimands to removal from command.
- In hiring, placing, and promoting civilian employes, numerical goals and timetables must be established to insure proportionate representation of and equal opportunity for minorities—specifically including women.
- Any regulation or practice which serves as an obstacle to equal opportunity must be repealed or amended.
- Aggressive Affirmative Action programs must be established and maintained for both uniformed members and civilian employes to make sure that DoD policy is being carried out, and uniform reporting systems established to measure results.
- Finally, Service secretaries and the directors of the principal Defense Agencies are held both responsible and accountable for results.

NUMERICAL GOALS AND TIMETABLES

Department of Defense Directive 1100.15 stipulates that Aggressive Affirmative Action programs "shall include the use of numerical goals and timetables as a means to increase the utilization of minorities in occupations and levels in which their representation is out of balance. Such goals are to be attainable but challenging and are to insure progress toward full integration . . . at all levels."

In explaining that provision of the directive, Assistant Secretary of Defense Roger T. Kelly has said:

"We found a need to establish with a directive the requirement that—both within the military and the civilian organization—there should be strong, positive, affirmative action programs, and that a special feature of those affirmative action programs would be the utilization of numerical goals and timetables.

"We believe that to be effective managers in the area of equal opportunity we have to quantify our goals relative to minority employment in areas that we find ourselves to be deficient, that is to say, areas in which we under-employ minorities.

"We believe, also, that complementary to those goals should be a timetable, so that we don't drift aimlessly from one year to the next without accomplishing things and without making clear progress."

BLACK SAILORS

(Continued from Page 9)

fall overboard. Without hesitation he jumped into the icy water and pulled the man back on board, exhausted but safe. For this heroic act, Noil became the sixth black sailor to win the Medal of Honor.

During the Spanish-American War also, black Americans served in the Navy. Two of them, Daniel Atkins and Robert Penn, added their names to the list of men whose courage was deemed to be "above and beyond the call of duty."

The first hint of any segregation in naval policy made its appearance shortly after the advent of the Spanish-American War. By the time of World War I, that small seed had grown to full bloom, and the 10,000 black men who volunteered for naval service were relegated to duty as messmen. At the end of World War I, all black enlistments were stopped until 1932. When enlistments were reopened, it was official policy that blacks could be recruited only for messmen duties.

Those conditions continued to prevail until December 7, 1941, when hundreds of Japanese airplanes dropped out of a Sunday morning sky and attacked Pearl Harbor. Even as the bombs were falling, a black sailor once again stepped forward to make his mark in history. Aboard the battleship West Virginia was Mess Attendant Doris "Dorie" Miller. During the attack, the ship's commanding officer was fatally wounded. Miller and several other men carried their dying commander to shelter under a hail of gunfire. Miller then manned one of the ship's anti-aircraft guns, and though he had no formal training in the use of that weapon, shot down several of the attacking aircraft.

Three months after the attack, "Dorie" Miller was presented the Navy Cross, the Navy's highest award for gallantry.

Later in the war, another black sailor, Leonard Harmon, received the Navy Cross. Harmon was killed when he exposed himself to hostile gunfire while attempting to protect one of his shipmates during the battle of Guadalcanal on November 12, 1942.

Few, if any, could possibly have recognized it at the time, but the end of segregation in the Navy had already begun. The Selective Service Act of 1940 was the "prime mover" of a series of actions that would eradicate the segregation policies in the Navy within the next few years. One of the Act's provisions was that " . . . in the selection and training of men under the Act, and in the interpretation and execution of the provisions of this Act, there shall be no discrimination against any person on account of race or color. . . . "

The Navy at that time was relying primarily on volunteers, but the War Commission, with the full backing of President Franklin D. Roosevelt, eventually forced the Navy to accept a certain percentage of black draftees. In the summer of 1942, the Navy ordered an end to the policy of enlisting blacks only as messmen. They were once again accepted in all general service ratings. That meant that they could be trained to serve in such capacities as gunner's mates, yeomen, signalmen and radiomen. Secretary of the Navy Frank Knox stipulated, however, that the black Navymen would have to be segregated in training schools, quarters and units.

To meet that requirement, Camp Robert Smalls was established at Great Lakes Naval Training Center, Illinois. Basic training of all black recruits and advanced technical training were to be conducted there and at Virginia's Hampton Institute.

In 1944, at Great Lakes, 12 blacks were commissioned as ensigns. Later that year, another group of officers was commissioned in the Navy's corps of staff officers. By the end of World War II, the Navy had 60 black officers, including two women officers in the WAVES.

Segregated schools, training camps, and units had produced a massive waste of manpower. An experimental effort to remedy the situation was the manning of one patrol boat and one destroyer escort with all-black crews serving under white officers. Integration of the crews of 25 auxiliary ships in 1944 was so successful that the policy was extended to cover all auxiliary ships the following year. Finally, on February 27, 1946, general service assignments without restriction were opened to blacks. Segregation as an official policy was then dead.

Looking back, the commanding officer of the Service Schools summed up the opinion of the majority when he said, "Segregation was an . . . error. It was un-American and inefficient . . . a waste of money and manpower."

At war's end, the future for blacks in the Navy did not seem to hold much promise, and nearly all of the officers elected to return to civilian life. A few others entered in the years following, but hardly any remained for extended periods.

By the time of the Korean conflict, black officers and enlisted men were still a small but vital part of the Navy's operating forces. Among those who served with distinction was Ensign Jesse L. Brown, a native of Mississippi. Ensign Brown was the first black American to win the wings of a naval aviator. He was killed in action during a daring series of attacks on enemy ground troops and supply lines on December 5, 1950, and was posthumously awarded the Distinguished Flying Cross and the Air Medal.

Today, in ever-increasing numbers, black men and women are adding new pages to the proud history of those who served before them with dignity, courage and distinction. Since 1967 the number of black officers has more than doubled.

Three new Naval Reserve Officers Training Corps (NROTC) units have been established at predominantly black colleges and universities (Prairie View A & M, Savannah State and Southern University), and more are being planned. Eighty-three black midshipmen are presently enrolled at the U. S. Naval Academy, forty-five of whom entered last year. A special office has been established within the Naval Recruiting Command to concentrate specifically on attracting minority personnel to all Navy programs.

Under the able leadership of Admiral Elmo R. Zumwalt, Jr., the Chief of Naval Operations, and with the full backing of the Secretary of the Navy, a wide range of programs is now underway to ensure that equal opportunity is a reality and to preserve the human dignity of every individual member of the Naval service.

Last year Rear Admiral Samuel L. Gravely Jr. said, ". . . To be the first black officer to be selected for flag rank is indeed an honor. But whereas I may have been the first, I will not be the last. . . . " His statement is true. In the Navy, as in the Nation, black Americans will be as vital a part of the future as they were of the past.

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